

## MILPERSMAN 1160-100

### SELECTIVE TRAINING AND REENLISTMENT (STAR) PROGRAM

<b>Responsible Office</b>	BUPERS-328	Phone:	DSN COM	882-3215 (901) 874-3215
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MyNavy Career Center	Phone:	1-833-330-MNCC (6622)
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	MyNavy Portal:	<a href="https://my.navy.mil/">https://my.navy.mil/</a>

<b>References</b>	(a) NAVEDTRA 10500, Navy Formal Schools Catalog (CANTRAC) (b) COMNAVCRUITCOMINST 1130.8K (c) BUPERSINST 1430.16G
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1. **Purpose**. The Selective Training and Reenlistment (STAR) Program offers career designation to first term enlisted Sailors who reenlist and thereby become eligible for the following career incentives:

a. Guaranteed assignment to an appropriate "C" school.

b. Possible advancement from petty officer third class (PO3) to petty officer second class (PO2) upon completion of a Class "C" School or a "C" School package, which is listed in reference (a) and the Career Schools Listing (CSL). Most updated CSL will be located on the MyNavy HR Web page, <https://www.mynavyhr.navy.mil/Career-Management/Community-Management/Enlisted-Career-Admin/SRB-SDAP-Enl-Bonus/>

c. Selective Reenlistment Bonus (SRB), if eligible (not guaranteed).

### 2. **STAR Eligibility Requirements**

a. Each applicant will:

(1) Be recommended by his or her commanding officer (CO) for career designation, have demonstrated above average career potential, and meet considerably higher standards for reenlistment than the minimum standards prescribed in [MILPERSMAN 1160-030](#).

(2) Be a PO2 or PO3 on a first enlistment, and be eligible in all respects for reenlistment per [MILPERSMAN 1160-030](#). Refer to [MILPERSMAN 1160-120](#) in regards to high year tenure and STAR Program.

(3) Agree to reenlist active duty Navy for a period of 4 to 6 years (as required). The reenlistment or entitlement will not be executed until approval has been received from Bureau of Naval Personnel (BUPERS) Enlisted Community Management, Incentives Section Branch (BUPERS-328). The duration of required reenlistment is equal to specific rate and program requirements set forth by reference (b). As outlined in reference (b), the duration of required reenlistment is also contingent on the requirements of [MILPERSMAN 1160-040](#) (5-year obligation) and [MILPERSMAN 1510-030](#) Advanced Electronic Field, and Advanced Technical Field, Nuclear Field Programs. Reenlistments in ratings not requiring 5-year or 6-year obligations must be for a minimum of 4 years. For example, electronics technician rating requires a 6-year reenlistment, builder rating a 5-year reenlistment, and culinary specialist rating a 4-year reenlistment.

(4) Have no record of conviction by courts-martial, civil conviction, or nonjudicial punishment (NJP) for 18 months preceding date of application.

(5) Have no alcohol incidents or documented drug abuse for 18 months preceding date of application.

(6) Have an evaluation with no grade below 3.0 for 2 years prior to request for STAR reenlistment.

(7) Not have been accepted for any programs leading to a commission.

b. Non-nuclear personnel must have at least 17 months, but not more than 6 years, of continuous active naval service and not more than 8 years of active Military Service for other service veterans. Non-nuclear personnel will sign the following entry on [NAVPERS 1070/613](#) Administrative Remarks and submit to their servicing personnel support detachment (PSD) for entry into Navy Standard Integrated Personnel System (NSIPS)/ Electronic Service Record, the servicing PSD will electronically submit the document to their official military personnel file (OMPF):

"I understand by reenlisting prior to my expiration of active obligated service (EAOS) under the provisions of [MILPERSMAN 1160-100](#) (STAR Program), the unexecuted portion of my enlistment contract or extensions of enlistment will be deducted in selective reenlistment bonus (SRB) calculations."

3. **Eligibility Requirements for Nuclear Personnel.** Nuclear personnel must have at least 21 months, but not more than 6 years, of continuous active naval service on their date of reenlistment. Nuclear personnel reenlisting prior to their EAOS will sign the following entry on [NAVPERS 1070/613](#) for inclusion in their OMPF:

"I understand by reenlisting prior to my EAOS under the provisions of [MILPERSMAN 1160-100](#) (STAR Program), the unexecuted portion of my enlistment contract will be deducted from associated SRB calculations. Extensions of enlistment executed will not be deducted in SRB calculations, provided I reenlist for at least 2 years beyond my soft EAOS."

4. **Guidelines for Submitting Applications**

a. STAR Program applications will be sent to BUPERS-328 via (NSIPS). STAR requests should be submitted at least 60 days in advance of the desired reenlistment date. When STAR approval is received, send SRB request in precertification format and reference the STAR approval message in remarks section.

b. All STAR requests must be approved by BUPERS-328. STAR requests could be disapproved due to current rating's E-5 manning posture constraints.

5. **Administrative Procedures Following Approval.** Sailors approved for STAR reenlistment must obtain BUPERS-328 approval for continuation in program if there is any decline in performance, NJP, court-martial action, or adverse involvement with civilian authority. The CO's recommendation is required before a STAR continuation will be made by BUPERS-328. Command must notify BUPERS-328 to cancel STAR approval.

6. Reenlistment for the STAR Program

a. Sailors will be required to effect reenlistment within 6 months of the date of STAR authorization, and prior to attending "C" School, with the exception of those Sailors attending or who have completed a CSL "C" School. For those Sailors who are currently attending a CSL "C" School, STAR requests may be submitted during the course of instruction, but prior to effecting reenlistment. For those who have completed a CSL "C" school, a STAR request must be submitted prior to reenlistment for the completed school. Sailors whose EAOS is within 6 months of the approval date will be required to reenlist no later than their normal EAOS. Failure to reenlist prior to the expiration of these limiting dates will void STAR approval and require the Sailor to obtain a new authorization.

b. In many cases, a STAR reenlistment may not be in the Sailor's best interest. The career counselor should explore all alternatives before recommending STAR. A Sailor who is requesting a "C" school under STAR, which will earn an SRB eligible Navy enlisted classification (NEC), could lose considerable SRB entitlements. For those scheduled for advancement in the near future, it may be prudent to wait for the advancement, if SRB eligible, before reenlisting for STAR. For those outside the SRB eligibility window, it may be more prudent to wait until they are within the SRB window.

c. After approval of the STAR application, and when eligible, the Sailor will be discharged for convenience of the government and immediately reenlisted on board for a term of 4, 5, or 6 years, as required, in the active duty Navy. Eligible Sailors should consult SRB implementing directives that may limit payment of a bonus for any incomplete portion of the initial enlistment contract. This article will be cited to record STAR reenlistment by entering the following in FOURTH statement of [NAVPERS 1070/601](#) Immediate Reenlistment Contract:

"Career designated under [MILPERSMAN 1160-100](#)."

Additionally, prior to reenlistment, have the Sailor sign the following entry on [NAVPERS 1070/613](#) for inclusion in their OMPF:

"Should I be disenrolled from the STAR Program voluntarily, because of academic failure, my own misconduct, or my failure to maintain program eligibility requirements, I understand I am no longer eligible for any STAR Program benefits. I further understand I am not eligible for reduction of obligated service incurred."

## 7. School Assignments

a. Sailors who reenlist under this article are guaranteed assignment to a "C" school listed in the CSL. If any requested school has been disestablished, assignment to another school as determined by BUPERS-328 is guaranteed, provided training is available. "C" school quota requests will be submitted on [NAVPERS 1306/7](#) Enlisted Personnel Action Request to the proper detailer at NAVPERSCOM citing this article, the STAR authorization, the school guaranteed, and verification of the STAR reenlistment. School quota requests will be submitted immediately following STAR reenlistment; however, school requests will not contain requests for specific class convening dates or duty assignments. If feasible, a tentative class convening date will be assigned by Navy Personnel Command (NAVPERSCOM). If school assignment is delayed until late in the STAR enlistment for the convenience of the Navy, additional obligated service is not required upon entry into the guaranteed school. Sailors who attend a "C" school listed on the CSL at the time of reenlistment and are automatically advanced to E-5 as a result of the STAR reenlistment, are not eligible for a subsequent "guaranteed" "C" school.

b. "C" school will be guaranteed to PO2s and PO3s who have completed the correct "A" school. Sailors who previously attended a "C" school are not authorized to attend the same "C" school. Sailors in paygrade E-3 who have been approved for reenlistment under STAR and who will be advanced to PO3 from a Navy-wide advancement examination (NWAEE) before effecting such reenlistment, may request "C" school. Approval will normally be granted only for convening dates, which will allow the Sailor to first serve at least 12 months as a PO3. "C" school entrance time in paygrade requirements may be waived for PO3s who request reenlistment under the STAR Program. Personnel who have reenlisted under the STAR Program, for a "C" school with an associated or impending automatic advancement to the next higher paygrade may participate in the NWAEE for that higher paygrade while they wait to begin "C"

school. However, if selected for advancement from the NWAEE and paid for the next higher paygrade, the Sailor will not subsequently be automatically advanced to the next higher paygrade upon completion of "C" school.

#### 8. Automatic Advancement

a. Automatic advancement to E-5 may only be authorized when the eligibility requirements contained in reference (c) have been met and the Sailor has served 1 year in paygrade E-4 from effective date of advancement. The effective date of advancement will be the date the advancement was made by the CO. Retroactive advancements are not authorized. Service record entries will cite this article as authority for automatic advancement.

b. E-3 personnel at time of STAR reenlistment will not be eligible for automatic advancement. Only one automatic advancement is authorized upon completion of STAR guaranteed training. Likewise, a Sailor who was automatically advanced to E-4 under recruit AEF Program may be automatically advanced to E-5 under STAR, provided all other eligibility requirements are met under this article; however, a Sailor cannot be automatically advanced twice based on completion of the same school.

c. Upon graduation from a "C" School or "C" school package that is listed in the effective CSL at time of reenlistment, a PO3 may be advanced to PO2 by the CO of the Service School Command, provided otherwise eligible. Personnel must be eligible for advancement per reference (c) and must have 1 year in paygrade E-4. A Sailor eligible for advancement in all respects except having served 1 year in paygrade will have the following [NAVPERS 1070/613](#) entry created for submission to his or her OMPF:

"Date: When eligible in all respects (name) may be advanced to (rate) on (date). Auth: [MILPERSMAN 1160-100](#)."

COs are authorized to advance Sailors having the above entry in their OMPF on the date indicated.

d. At the time of STAR reenlistment, a PO3 who holds a valid nuclear power NEC, or a PO3 who has completed a "C" school or "C" school package which is listed in the current CSL, may be advanced to PO2, if eligible for advancement under reference (c) and having completed 1 year in paygrade E-4.

e. A PO3 previously advanced to PO2 or designated E-5, but subsequently reduced in rate as a result of disciplinary action, is not eligible for automatic advancement to PO2 or PO3, respectively, through this program.

f. The automatic advancement feature of the STAR Program provides a substantial attraction for an early reenlistment commitment. The intent and the historical application regarding STAR advancements has been to honor qualifying CSL "C" School completion carried out prior to STAR as criterion for automatic advancement; however, the CSL to be used in determining eligibility is the CSL in effect on STAR reenlistment date.

9. **Time-in-Rate (TIR) Waivers.** To reduce the number of requests for TIR waivers from personnel who were advanced under accelerated advancement programs and who are denied the opportunity to participate in advancement examinations because of insufficient TIR, the following policy is in effect.

Sailors who were automatically advanced under this article will have their TIR dates established as that assigned to their contemporaries who were advanced through successful participation in the current NWAE cycle. For example, personnel automatically advanced between 1 July and 31 December will have 1 July as their TIR date in consonance with the personnel advanced from the March examination of that year. TIR for personnel automatically advanced between 1 January and 30 June will be shown as 1 January; i.e., advancement effected 9 December 1981, TIR is 1 July 1981; and advancement effected 9 February 1982, TIR is 1 January 1982.